

# SDG REPORT



WALAILAK UNIVERSITY 2022 – 2023



DECENT WORK AND  
ECONOMIC GROWTH

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## Walailak University Promotes the Non-discrimination in the Workplace at Walailak Community

Since its foundation, Walailak University has adhered to justice, equality, and impartiality because these can lead to being inherently happier, more productive and more competitive for the university. WU is committed to being a world-recognized university in which everyone can work in the Walailak community with fair treatment of people regardless of any protected characteristics, such as race, gender, disability, religion, nationality, sexual orientation, or age. The diversity among the students, staff and faculty members can be found commonly at the university.



In 2022, women were the majority population of staff with more than 1,400 out of 2,535 working in all sectors and some of them were directors, deans, and vice presidents. The LGBT group also is a part of Walailak University which contributes to the university's success. Speaking of the diversity of nationalities and races, most of the English lecturers are from the Philippines, Indonesia, and African countries. These lecturers have an equal chance to excel, develop their skills, and progress in their careers as Thai lecturers.

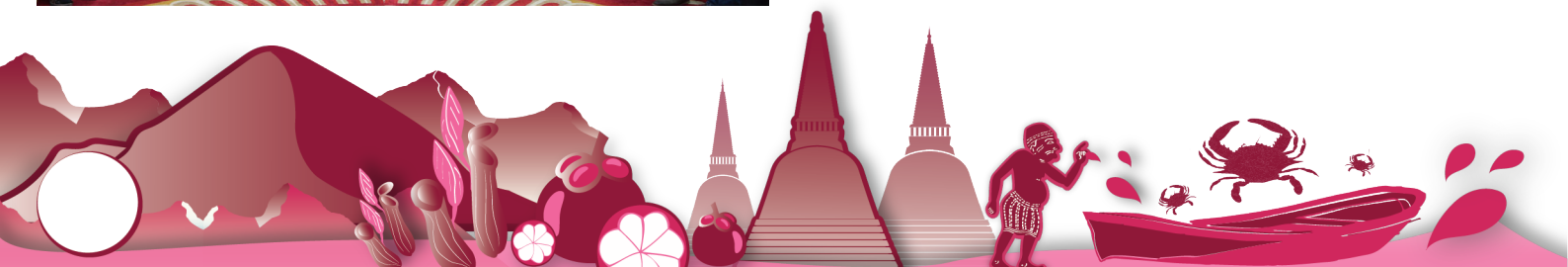


Even though most population at WU is Buddhist, the university provides suitable facilities and chances to those who are not Buddhist, especially Muslim people. The Christians and Muslims have their own clubs as communities helping each other. In the Chor Pradu Food Center, a Muslim prayer room is provided for Muslim students and staff, including visitors. After the coup d'état in Myanmar beginning on the morning of 1 February 2021, Walailak University has been recruiting Myanmar students and academic staff. All Myanmar students studying at WU receive scholarships in order to help them complete their studies.



In order to be one of the most diversity-friendly universities, all types of diversity in the Walailak community are recognized, including external diversity, internal diversity, organizational diversity and worldview diversity. No matter whether they are liberal, conservative, women, men, transgender, young, adult, Thai, foreigners, Asian, African, European, American, disabled, or other kinds of diversity, these people are always welcome to the Walailak community so that they collaboratively contribute to the university's success.

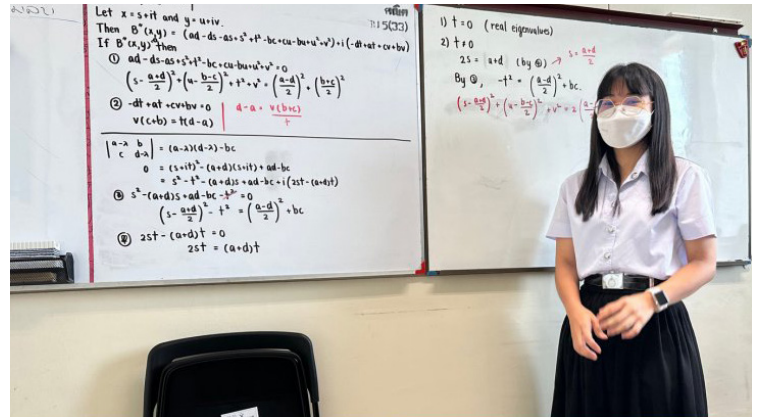
## Appeal Policy and Procedure for Walailak Staff





If Walailak staff receives a decision at work about a dismissal, disciplinary, grievance, or similar matter where the staff thinks that they have been unfairly or incorrectly treated, they have the right to make an appeal as Walailak University issued the University Regulations on Appeals, Complaints, and Consideration of Appeals and Complaints B.E. 2015 which has been active until the. The goal of the policy is to provide an effective channel of employee communication and to advance good governance within Walailak University in line with its vision of being a transparent workplace such as equal pay. This policy will be a significant power for all employees to give them the opportunity to challenge a decision that has been made and ask for the decision to be reconsidered and potentially overturned. However, with an excellent diversity-friendly atmosphere, no complaints have not been received under the leadership of Professor Dr. Sombat Thamrongthanyawong, President of Walailak University.

skills in all dimensions, including communication, leadership, teamwork, interpersonal, adaptability, self-management, computer, organization skills, problem-solving and others.



To guarantee the quality of cooperative education, Walailak University won three cooperative education awards in 2022, namely the Excellence Award for Cooperative Education Innovation and Excellent Cooperative and Work-Integrated Education (CWIE). As for the students, Mr. Tanva Thongkleang, a student from Computational Science, the School of Sciences, won the Excellence Award for the Cooperative Education Innovation



### WU Policy on Extending the Period of Cooperative Education from 4 Months to 8 Months

In the past, Walailak University provided cooperative education for its students for a 4-month period. However, the period was not enough for students to enhance their working skills to be prepared for their real working life.

Since 2019, Walailak University has been extending the period of cooperative education from a 4-month period to an 8-month period for Walailak students, ensuring that they are ready for any workplace and their employability. Cooperative education is a system that combines classroom learning with practical career work experience (work-integrated learning).

With the 8-month period of cooperative education, the students receive opportunities to enhance their working

